

## THE AFT MEETS WITH THE UNIVERSITY ON SECTION 82

Yet another draft of Section 82 of the Administrative Manual was released by the University on December 21, 1971. On January 31st of this year the American Federation of Teachers' University Council met with University Administration to discuss it. Present at the Berkeley campus meeting were five members of the librarians' union and Sam Bottone, Executive Secretary of the University Council. Representing the University were John Raleigh, Vice Chancellor for Academic Affairs; two of his advisors; Eldred Smith, Acting University Librarian; Joseph Rosenthal, Associate University Librarian for Technical Services; William Wenz, Library Personnel Officer; and Gloria Copeland, an assistant to Angus E. Taylor, Vice President for Academic Affairs. It was Mr. Taylor's statement that he would send a representative from his office to campus-level meetings that had prompted the Union to ask for this meeting.

Mr. Bottone began by asking the University officials to define the kind of meeting this was to be: would it be one where the union's views were merely to be presented and then forwarded to Mr. Taylor, or was it to be a genuine meet-and-confer session for an exchange of proposals that would eventually lead to modifications in the Section 82 draft? Mr. Bottone pointed out that if the meeting were only to involve a transmittal of views, the union could accomplish essentially the same objective by using the U.S. mails. Mr. Raleigh replied that he was not empowered to reach any agreements with the Union, but would be happy to transmit its views, which he was very anxious to hear, on to the Vice President's office.

Although not satisfied with the stated objective of the meeting, the AFT representatives agreed to remain, and proceeded to ask questions about specific points in the draft of Section 82.

Security of Employment. The Union pointed out that the Administration's phrase, "career status", which might take as long as six years to achieve, provided no real protection in case of an unsatisfactory review. Why not stronger safeguards? Administration responded that it could not grant "security of employment" to librarians, because that might open the door to granting it to other classes of employees. They asked the Union to propose a phrase other than "tenure" or "security of employment", since these were currently assigned to other academic classes. The Union offered the term "permanent". The Administration did not find this acceptable.

Grievance Procedure. The Union asked why no improvement in the present grievance procedure was being offered. Administration had no response to this question.

Probationary Periods. The Union questioned the length of the probationary periods, which ranged from three to six years. Administration stated that it would re-examine these lengths. The Union asked if present Librarian-II's, no longer on probation under the current system, would have to re-assume probationary status, since under the proposed system Librarian-I's and II's would be put into the Assistant Librarian category, which has "potential career status". Administration did not reply to this question. The Union asked why such a large percentage of librarians were to be placed on probationary status, in view of the fact that a relatively large percentage of faculty were in tenured ranks. Administration replied that there were too many tenured faculty, and that steps were being considered to correct this imbalance.

Progression Through Classes. The Union suggested that the Administration's proposed three-group classification specify the normal rate of progression through classes. In view of the fact that these steps were included in other series in the Administrative Manual, it was agreed that this was a reasonable suggestion.

Promotion: Review Committees. The Union asked why the proposed review committee procedures appeared to supersede the presently successful Berkeley campus procedures. Administration replied that although the language of the draft could be interpreted that way, they intended to permit different practices on different campuses, and added that they would draft a separate Berkeley implementation that would maintain the present practice. The Vice Chancellor expressed a great deal of surprise, however, when he learned that at Berkeley a copy of the report of the LAUC review committee is given to the candidate under review. He said he felt this seriously impeded the screening-out of undesirable candidates.

The Union asked why it was felt necessary to have a peer-review promotion committee for every merit step within a classification. This appeared to the Union as needless use of manpower. Administration agreed, and will propose that review committees be used only where a merit step has been denied, or where more or less than a one-step advancement is being considered.

Promotion: Criteria. The Union asked why faculty-like activities were demanded for promotion (professional activity outside the library; University and community service; research and other creative endeavors) without the opportunity provided to make such activities possible: a shortened work week, flexibility in arranging schedules, sabbaticals, secretarial assistance, research and travel funds. Administration conceded that faculty criteria were not essential for librarians, and proposed recommending to Mr. Taylor that all criteria except service within the library be de-emphasized. The Union pointed out that merely de-emphasizing off-the-job criteria allows a considerable amount of administrative discretion, and could lead to inequities, where some librarians' schedules permit outside activities while others do not.

The Union objected to the provision that candidates for annual merit step increases and promotions were to be compared with "others in the same field outside the University who might be considered alternative candidates for the position". Administration agreed that this phrase should be dropped.

Promotion: Funding. The Union asked why the draft included a statement that "promotion and merit increases may be approved only within the limits of available funds",

since no other series in the Administrative Manual includes a comparable statement. Were librarians to expect a reduced number of promotions? Administration answered that to date no promotions or merit increases have ever been turned down for lack of funds. The Union expressed doubts about the accuracy of this statement and pointed to the case of a librarian who was told by administration that he would have to "wait his turn" for promotion, regardless of whether or not he was qualified. To a Union question about the distribution of funds for promotion, Administration responded that this was the business of neither librarians nor faculty review committees.

Salaries. The Union stated that pay standards for UC librarians are low as compared to those for other universities, and especially low when compared to those for local community colleges, which pay up to 60% more. The University's "long range" goals are already surpassed by comparable university libraries. In view of this fact, why did the Statewide Library Council recommend a 25% salary increase to those in the top brackets, less for those at the bottom, and practically nothing for the bulk of librarians in the middle? Administration conceded the inadequacies of this first draft of its salary proposal.

At the conclusion of the 2+1/2 hour meeting, Union representatives asked Mr. Raleigh if he could arrange meetings at which the Union could present its own proposals. Could he bring back to the Union Mr. Taylor's reaction, and could we then sit down to negotiate over the differences in the two sets of proposals and eventually reach agreement on changes in the draft? Mr. Raleigh repeated that he could not bring back Taylor's reactions to the Union's proposals; he could do no more than transmit the Union's views. This appeared also to be the sole function of the Vice President's representative; she had said almost nothing during the meeting. Mr. Raleigh had no suggestion to offer the AFT regarding its request to confer with someone who had authority to act at the statewide level.

#### THE UNION'S LETTER TO MR. TAYLOR

On February 1, 1972, Sam Bottone addressed a letter to President Charles Hitch, Vice President Angus E. Taylor and statewide Director of Personnel, Morley Walker. In it he requested a meeting with statewide UC representatives in order to discuss and present proposals for Section 82. He said that because Mr. Taylor had agreed on December 30 to have a representative from his office present at the meeting on the Berkeley campus, the Union had been led to believe that this representative would be empowered to bargain on statewide issues, but that this had not occurred. He wrote, in part:

The UC-AFT has followed the procedure Vice President Taylor proposed. The result, unfortunately, was that there was no opportunity for conferring in good faith because those who represented the University were not authorized to reach any agreement with our Union on changes in Section 82. We do not look upon meetings as merely an opportunity to ask questions, and make suggestions which are then transmitted to the Vice President's office for his decision without any further discussion or presentation of counter-proposals. Conferring in good faith means a discussion of proposals and a willingness to reach agreement which then may lead to changes in the mat-

ter under consideration. Vice President Taylor's procedure does not allow for meaningful discussion... It would be in the University's interest to have the fullest good faith discussions so that policies adopted will have the widest approval by librarians. In addition, there is the University's responsibility under its own rules and the state Meyer-Milius-Brown Act to meet and confer with the UC-AFT on a statewide basis. All our efforts, thus far, have demonstrated conclusively that unless we can meet with statewide representatives, it is not possible to have meaningful discussion on statewide policy issues.

#### MR. TAYLOR'S RESPONSE

On February 8, Angus Taylor wrote Mr. Bottone, saying that he had received a full report of the January 31st meeting, and that the Union's views would be given "careful consideration, along with other expressions of opinion about these sections, as we try to reach the greatest possible consensus on the various points under consideration".

Mr. Taylor stated that even if he himself had been at the meeting, he could not have entered into any agreement with the Union about specific requests for changes in Section 82. He further stated: "There is no one organization which represents the views and interests of all appointees in the Librarian Series on the nine campuses of the University". With respect to the UC-AFT's request for a meeting with statewide UC representatives, he said that campus meetings, with possible representation from his office "when there is a reasonable need" is "the framework in which we operate". "... This procedure fulfills whatever obligations the University may have to discuss academic personnel policy with representatives of employee organizations."

Mr. Taylor's response seems to suggest that if an organization represented a majority of librarians on the nine campuses--a goal the AFT's University Council has already met at Davis and San Francisco!--he would indeed meet and confer with us in good faith.

With this kind of carrot dangling before UC librarians, the number joining the AFT has increased at an unprecedented rate. And many more, seeing at last a real opportunity to get changes effected in the successive unsatisfactory versions of Section 82, have signed a statement authorizing the AFT to represent them in forthcoming discussions on this issue.

This is the minimal action that all UC librarians should take. It commits them to absolutely nothing beyond authorizing representation on this one specific issue. They have nothing to risk and everything to gain--if they count themselves among those who object to an arbitrary imposition of an unacceptable administrative manual section on Librarians.

## UC Women Organize to Fight Sexual Discrimination

Women and men working in a "women's" occupation both suffer from the practice of discrimination against women on the job. The men earn far less salary than they would if they were working in an occupation whose numbers are predominantly men and with comparable requirements of education and work experience. This is one of the findings of a report, recently released by the UC Berkeley Library, analyzing the status of women employed in the UC Berkeley Library system.

Within the occupation, however, men get a better deal, concludes the detailed 55-page study. Women are promoted slower and not as far as men with equivalent qualifications. Level by level, women have more on-the-job experience and/or advanced education for the same job. For example, among those hired for the Librarian-II rank, men averaged 2.5 years of experience compared to 6.7 years for women. Men were promoted from Librarian-III to Librarian-IV in an average of 4.5 years from their date of hire; women got that promotion after 8.5 years. In other words, men are promoted twice as fast as women.

In the Library Assistant classifications, the same pattern holds. For example, the study found that of the 4 people occupying the top Library Assistant rank, LA-IV, the one man was promoted from LA-I to LA-IV in less than 3 years, but the 3 LA-IV women had to wait 9, 15, and 21 years, respectively, to attain that level.

This carefully-documented expose of the discrimination women face at the UC Berkeley Library was prepared for the Library after library union members from American Federation of Teachers Local 1795 and American Federation of State, County and Municipal Employees Local 1695 demanded that the Library administration provide for employee participation in the University Affirmative Action Program. The study ("A Report on the Status of Women Employed in the Library of the University of California, Berkeley, with Recommendations for Affirmative Action") was written by a 9-person committee of library employees, 7 of whom are members of either AFT or AFSCME. The committee was chaired by AFT 1795's vice president, Anne Lipow.

Among other statistics revealed in the study is the fact that over a 19-year period a women librarian can expect to be paid over \$24,000 less than a man who has the same qualifications. Moreover, although 64% of the campus librarians are women, they presently occupy only 19% of the jobs in the top librarian classifications. Worse still, the study points out that the situation for women "has sharply deteriorated over the last four years." In 1967, women held 54% of such jobs.

The report also discusses factors in the society at large which contribute to the subordinate position of women in the labor force, such as stereotyped attitudes about working women, and lack of adequate benefits such as low-cost child-care facilities and maternity leave.

The committee made 26 recommendations for correcting these inequities, including "immediate increase in salary for all women and men employed in the Library to parity with salaries of comparable male-typed occupations" and "corrective reclassification of women whose advancement has been delayed because of their sex." Other recommendations cover policies regarding hiring and recruitment, parental leave, implementation of an affirmative action program, shorter work week, career and educational opportunities and child-care facilities.

The report has received widespread publicity and acclaim, and is under study by the Library administration. Other affirmative action programs throughout the campus, covering other occupational categories, are also being considered by the University administration, which is under pressure from HEW and a law suit recently filed by the League of Academic Women to "do something".

To insure that the pressure is sustained and that the widest and strongest possible support for implementation of the various demands be organized, the women of four of the campus unions--three AFT locals representing faculty, librarians and teaching assistants; and AFSCME 1695--have formed an Inter-Union Women's Caucus, which will, in the next months, compile a comprehensive program for eliminating the inferior job situation of women throughout the campus. With this program, the Caucus will begin to actively organize women into the various University unions in order to add to the strength of the labor movement on the campus, and therefore to be able to force the University to meaningfully negotiate their demands.

The first organizing meeting of the Inter-Union Women's Caucus was held on March 7th. More information about the Caucus can be obtained from Margaret Cunningham (415) 841-0966, evenings.

Copies of the UC Library report are available @ \$2.00 prepaid, from the University Council-AFT, 2510 Channing Way, Berkeley, California 94704.

## SANTA CRUZ LIBRARIANS JOIN THE AFT

There are 24 librarians at UC-Santa Cruz. In recent weeks, one out of four--including the President and three-quarters of the Executive Committee of LAUC--have joined the American Federation of Teachers.

The decision to join a union did not come easily to some of these librarians. They had the same doubts, fears and misconceptions about unions as many professional people everywhere. But they listened to their colleagues who had already taken the big step. When Bruce Larkin, President of the Santa Cruz faculty union, pointed out that the Academic Senate and LAUC could not by themselves achieve the goals sought by both librarians and faculty, they could not help but concur. There was little dispute about the strength the AFT derives from its independence of the University; from its state-wide nature, with members on all nine UC campuses; from its affiliation with the larger labor movement. Librarians want meaningful change on their campuses, and it is daily becoming more apparent that the largest potential for this change lies with the rapidly growing American Federation of Teachers.

Many of those who wanted more time to decide about taking such an important step did not hesitate to take a lesser action: they signed authorization forms to permit the AFT to represent them in its discussions with the University over Section 82 (Librarian Series) of the UC Administrative Manual.

## UC-AFT Seeks State Appropriation to Correct Salary Inequities

The University Council announced this week that it will seek to have a special appropriations bill introduced into the California State Legislature which would correct salary inequities due to sexual discrimination in the University of California libraries. (For a report on this discrimination at Berkeley, see accompanying article). The appropriation would provide funds for raising librarians' salary ranges up to the level of equivalent "male-typed" professions. The appropriation would also correct the imbalance within the Librarian Series at UC which has allowed women librarians to be paid less for their work than their male counterparts.

The benchmark for determining the desired salary level is the scale used by the federal Government for librarians. The Federal scale was chosen, rather than comparison with other academic libraries, because the discrimination against the "female-typed" library profession prevails throughout the country, and is not limited to UC. The Federal schedule takes into account not only prevailing wage levels outside Federal service, but it also tends to equalize male-and-female-typed work within the GS schedule. Federal librarians, in other words, are generally paid at the same levels as are their colleagues in male-typed professions which require an equivalent amount of education and experience.

The appropriation would also correct the internal discrimination within the Librarian Series at UC by providing funds for the immediate promotion of women librarians to the level of men librarians who have the same qualifications.

The Librarians' Advocate is published quarterly by the University Council - AFT, 2510 Channing Way, Berkeley, CA 94704. It is distributed free to all UC librarians, and is available to others for a contribution of \$2.00 for 4 quarterly issues. CUNY Voice, speaking for the Berkeley librarians' union, ceased publication (with no. 8, June 1970) in order to make way for the Librarians' Advocate, the voice of librarians on all 9 campuses of the University of California.

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#### AUTHORIZATION TO REPRESENT

I hereby authorize the University Council - American Federation of Teachers to represent me in discussions with the University of California administration of Section 82 (Librarian Series) of the Administrative Manual.

Signed.....Date.....

Campus.....Department.....

This authorization form will be kept confidential, and will not be shown to any UC administrator. If verification is required, only an impartial person, not connected with UC, will inspect the forms.

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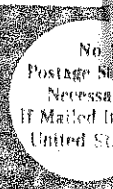
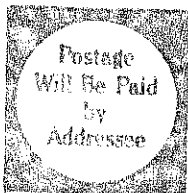
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Figure 1 consists of seven sub-diagrams labeled (a) through (g), illustrating the steps of a proposed algorithm for finding the minimum value of a function  $f(x)$ .

- (a) A graph of a function  $f(x)$  on a coordinate system. The x-axis is labeled  $x$  and the y-axis is labeled  $f(x)$ . The function has a minimum at  $x^*$ .
- (b) A graph of the function  $f(x)$  with a minimum at  $x^*$ . A point  $x_1$  is marked on the x-axis to the left of  $x^*$ .
- (c) A graph of the function  $f(x)$  with a minimum at  $x^*$ . A point  $x_2$  is marked on the x-axis to the right of  $x^*$ .
- (d) A graph of the function  $f(x)$  with a minimum at  $x^*$ . A point  $x_3$  is marked on the x-axis to the left of  $x^*$ .
- (e) A graph of the function  $f(x)$  with a minimum at  $x^*$ . A point  $x_4$  is marked on the x-axis to the right of  $x^*$ .
- (f) A graph of the function  $f(x)$  with a minimum at  $x^*$ . A point  $x_5$  is marked on the x-axis to the left of  $x^*$ .
- (g) A graph of the function  $f(x)$  with a minimum at  $x^*$ . A point  $x_6$  is marked on the x-axis to the right of  $x^*$ .



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